NAVAL SUPPORT ACTIVITY MID-SOUTH

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Shelby County military community produces winners at Federal Executive Association awards luncheon

Story and photos by Warren Roseborough

The 24th Annual Federal Executive Association (FEA) Awards Luncheon was held last week at the University of Mem-phis Holiday Inn, and several Navy Mid-South nominees won in their categories.

NSA Mid-South and tenant NSA Mid-South and tenant commands had nearly 20 nominees in categories as varied as Outstanding Supervisor, Secretary, Wage Grade, Managerial, and Group Award for Service and Product Improvement. These federal employees were nominated eral employees were nominated by their superiors for their significant contributions to public service through excellence and efficiency of performance.

NSA Mid-South won in two cat-

egories. The MWR team made up of Robert Allen, Randy Brown, Jim Holmes, Richard Stevens and Gerald Stiles won the Group Award for Service and Product Improvement, beating out five other group nominees. The Out-



Pictured, from left to right, are the NSA Mid-South MWR Department winners of the Group Award for Service or Product Improvement: Gerald Stiles, Robert Allen, Jim Holmes, Randy Brown and Richard Stevens.

standing Secretarial Award went to Regina Lawson of the Chapel.

Winners from tenant commands included George Vogel, Navy Manpower Analysis Center, for Outstanding Managerial/Executive; and John Curry, Navy Recruiting
Command, for Outstanding Program/Project Manager.
The keynote speaker for the awards
luncheon was Mark H. Luttrell, Jr.,

Shelby County sheriff. Topics he addressed included the fact that most everyone present was a "public servant," and that no one who qualified for that title should ever lose sight of their responsibilities. "Servant," he said, "means professionalism, common courtesy, reaching out and helping others that are less fortunate than

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The Outstanding Secretarial Award was presented to Regina Lawson from the NSA Mid-South Chapel. Lawson was not at the FEA luncheon to receive her award, so it was presented to her at her job.



John Curry, CNRC, received the FEA award for Outstanding Program/Project Manager.



Vogel, NAVMAC, is all smiles after receiving the plaque for Outstanding Managerial/Executive.

NAVY COLLEGE COMMENCEMENT

FRIDAY, MAY 20, MID-SOUTH CONFERENCE CENTER, BLDG. N-767

6:30 P.M.

You are invited to share this evening of pride and accomplishment.

> CONGRATULATIONS GRADUATES!!!

Newsbriefs

Job Readiness Seminar

There will be a Job Readiness Seminar in Millington today from 4-8 p.m. at the Baker Community Center, 7942 Church Street. The seminar is free and open to the public. Speakers will include motivational and radio personality Michael Adrian Davis; career development specialist Lisa Williams from the NSA Mid-South Fleet and Family Support Center; consultant Sherry Humphrey with "Dress For Success"; and coaches who will help attendees with resume writing (bring information to be used in resume). Refreshments will be provided sume). Refreshments will be provided

BRAC 2005

The anticipated 2005 Base Realignment and Closure (BRAC) list will announce, no later than May 16, stateside bases being reviewed by the BRAC commission for possible closure or realignment. Current information on BRAC 2005 is available at www.defenselink.mil/brac. Under the BRAC legislation the Department of Defense will provide extensive transition support to those bases and their workforce, military and civilian. As additional resources become available, they will be provided to The

Daywear Fitting Clinic at NEX

Ladies, join the NSA Mid-South Navy Exchange from noon-3 p.m. on Wednesday, May 25 in the store's Intimate Apparel Department for a Daywear Fitting Clinic. Brand representatives will be present to help you select the best-fitting intimate apparel for you.

Naval Academy admissions information forum

Would you like to learn more about the exceptional educational and leadership opportunities that the U.S. Naval Academy (USNA) and Naval ROTC Programs offer to young men and women? Top administration officials of the USNA, Annapolis, Md. will present an admissions information forum for interested middle and high school students on Sunday, May 15 at St. Benedict's at Auburndale School, 8250 Varnavas Drive in Cordova from 1-3 p.m. This event is open to all interested students and their families. For more information about the program, contact the Office of Admissions at USNA at 410-293-1836, or Schuhlein, the Memphis-area Blue and Gold coordinator, at pschuhlein@vahoo.com, or go to the USNA admissions Web site at www.usna.edu.

Navy seeks volunteers for 2005 Boy Scout Jamboree

Commander, Navy Recruiting Command (CNRC) seeks volunteers to coordinate Navy exhibits and merit badge booths for the 2005 National Boy Scout Jamboree scheduled from July 23 to Aug. 5 at Fort A.P. Hill, Va. Volunteers will be needed from July 21 to

Aug. 5.
The quadrennial National Jamboree is expected to play host to more than 40,000 scouts, 100,000 guests and numerous governmental and military nitaries. Volunteers are sought th expertise in oceanography, ther, emergency preparedness and computers to assist in training scouts for receipt of awards -known in the scouting world as merit badges. Additionally, volunteers are needed to staff general Navy exhibits that tell the Navy story. There will be numerous opportuni-

ties for volunteers to enjoy the diverse festivities of the 10-day jamboree. Sailors with scouting experience are especially encouraged to participate. Jamboree volunteers may be male or female, active or Reserve Navy, or ci-

OPNAVINST 5760.5B authorizes commands to issue volunteers no-cost permissive TAD orders to the jamboree. Sailors interested in volunteering need to submit special requests to their commands for such orders. Approved requests should be faxed no later than May 16 to CNRC at (901) 874-9398, attention Cmdr. Furniss Harkness. CNRC will confirm approved requests. Berthing and mess-ing will be provided at Fort A.P. Hill. Please address all questions and cor-respondence to Cmdr. Harkness at (901) 874-9191: DSN 882-9191 or email: furniss.b.harkness@navy.mil.
For more information about the Boy
Scout National Jamboree, visit www.scouting.org

Information assurance training required by all DoN personnel

Information Assurance (IA) aware ness training is now required of all users of Department of Defense (DoD) information systems, as stated in a message released May 9 by the De-partment of the Navy's Chief Informa-tion Office and the Naval Network Warfare Command (NETWARCOM). IA training must be completed no later than Sept. 1 as a condition of being granted access to a computer sys-

from 11:30 a.m. to 1 p.m.

There will be food.

refreshments and plenty of

entertainment!

The course is DoD Information Assurance Awareness (DOD-IAA-V2.0) and is available at Navy Knowledge Online at https://www.nko.navy.mil. The course is rehttps:// quired by all Department of the Navy personnel who have access to DoD computers, including active duty, Re-serve, retired, Navy civilians and contractors. The entire course takes about half an hour to finish, depending on connection speed.

IA is the practice of ensuring the

correct information gets to the cor-

rect person at the right time. That can only happen if personnel take mea-sures to protect both their personal data and any computer systems their data might be on.

The course on NKO explains the importance of classified information and how to safeguard it from unau-thorized users, both inside and outside the workplace.

"The course shows people what to be on the alert for," said Mike Knight, an Information Assurance training spe-(Cont. on p. 6. See Information)

YOUR Navy Lodge is celebrating 35 years of service!

You are cordially invited to the Navy Lodge 35th Anniversary Celebration to be held at the Navy Lodge on Thursday, May 26

Proceeds will be donated to the Navy-Marine Corps Relief Society

Have your picture

taken with Elvis!

Compete in the "Millington Idol" Karaoke Contest by singing your favorite '70s or Elvis song

Spend a night at NSA Mid-South Navy Lodge on Monday, May 30 and receive a special room rate

Commentary

Speaking for the fleet

Stop drinking and driving!

Jon R. Thompson
Fleet Master Chief Petty Officer U.S. Fleet Forces Co.

I have thought about creative ways to get a message across to you for months. What words can I use that will ensure you all know that drinking and driving will not be tolerated? My-self, along with leaders throughout the Navy, continue to talk about all the negative things that happen when you choose to drink and then drive -- but the message still isn't reaching every Sailor. I still see too many driving-under-the-influence (DUI) and alcohol-related incidents. If the message is get-ting to you, and you are choosing to ignore the warnings, you are gambling with lives and your career will suffer, I quarantee it.

So, I'll say it as clearly as I can: STOP IT! That's it. It's that simple. Just

I cringe every time I read about one of you who drank, then chose to drive. Oh, and yes, I hear about everyone who gets a DUI. I'm always left won-dering, "What compelled this person to drink and drive?" Not only is it against the law, it's completely contrary to serving as a professional Sailor.

No good can come from drinking and driving ... none!

So, having said that, what makes you think you can get away with drinking and driving? You have to know that the odds are against you and the police are more vigilant today than ever before. What's more, almost every driver on the road to-day has a cell phone. Most of us are only too eager to call 911 if we see a driver that appears to be drunk or driving erratically. Gone are the days that you just have to sneak past the police. Today, everyone is on patrol and the sober people al-

ways have the upper hand.
Shipmates, I want you to understand that the Navy truly desires to treat you all as adults. Now, keep in mind what that means. We expect you to act as responsible adults and obey the laws. For those of you who choose to ignore the laws, it is our goal to continue to treat you like an adult and hold you 100-percent accountable for your

you should expect:

• You should be prepared to go to

- jail. Civilian laws are getting stiffer, and people who drink and drive can be locked up. If you go to jail and are unable to return to your command for work the next day, you can expect to be listed in an unauthorized absence status. I see no reason why a command would place you on leave.

 • You can expect to go to court and
- receive a stiff fine and maybe even lose our license. Punishment for first-time DUI offenders is anything but a slap on the wrist. You pay with your time, your money and possibly your freedom.

You can expect your car insurance premiums to increase dramatically.
You can expect embarrassment at your command. When you get a DUI, the news spreads quickly. Your credibility will suffer. If the command so chooses, you can possibly expect to receive punishment under the Uniform Code of Military Justice, and your military bearing marks on your evaluations and fitness reports will reflect your fail-ure to conform to the law and the Navy's core values. With the competition to stay Navy increasing, you could very well be told that your request to re-enlist is denied.

least amount of trouble you will have if caught drinking and driving. Understand this -- if you happen to hurt or kill some-one while drinking and driving, the pun-ishment is even more serious. Not only do you have to live with the fact you to you have to live with the lact you hurt or killed someone, you will be convicted of a felony, will most likely be sent to prison and probably face a myriad of other lawsuits. Still think it's okay to drink and drive? Still think you can beat the odds? If you even hesitate with your answer, I don't think you should be wearing a Navy uniform.

Given what I've shared with you about all the negative things that can happen if you choose to drink and drive, do you still think it's okay to gamble and drink and drive? Does all this sit well with you, given your desire be treated as an adult? Honestly, I hope all of this scares you out of drinking and driving. The sad thing is that I'm guessing some of you just can't seem to grasp the larger need to keep our roads safe for others. You think the choices you



make are your choices and can't possibly hurt anyone else. The truth is, you're dead wrong.

I'm not convinced providing you a bunch of statistics that show how many of our Sailors die on the high-ways each year, or how many are arrested for DUI, will ultimately change your views on drinking and driving. The statistics are on the Naval Safety Center's Web site if you so choose to look them up. My point has nothing to do with statistics. My point is for you, and you alone. I'm talking to you, and you are the only person that can pre-vent yourself from ending up on the statistics page.

statistics page.

The Navy is filled with talented Sailors that want a fair chance at a good life and a prosperous career. I'm convinced the Navy offers you that fair chance. However, if you choose to drink and drive, you may suddenly find yourself in the unen-viable position of not being competitive for advancement and losing a lot of clout in the Navy. Having said that, there is some good news: the choice to not drink and drive is yours to make, and yours alone! It's an adult decision that needs to be nade individually.

Driving drunk is completely preventable. No one else in the world can take away the fairness in the choice itself. However, choosing in-correctly will certainly alter things in your life, and not in a good way. If you drink and drive, you will be caught, you will rightfully be punished, and you will assuredly regret having made a very poor life and career-altering choice. Stay safe, Shipmates; look out for each other out in the fleet, and don't drink and

Chaplain's corner

Growing your marriage

By Chaplain Rob Beede

It's spring, and many people in my neighborhood are planting flowers and sowing seeds. Growing plants can be fun. Growing a marriage is even more enjoyable!

A healthy plant has green

leaves and produces flowers or fruit. What does a healthy mar-

riage look like?

Here are several ways to recognize a healthy marriage: the couple will look happy together. They look forward to coming home to see each other. They talk together and want to spend time together. They

enjoy being around each other.

Does this describe your marriage? If not, it can!

The Bible gives a great recipe for

a happy marriage. It tells us to love our partner, and it tells us how. It tells us to be patient and kind; don't envy; be humble; don't behave rudely; don't be selfish or easily angered; don't think bad thoughts about your partner, and be honest and committed to your mate and marriage (1 Corinthians 13). This is easier said than done, but the results are worth it!

To help you grow your marriage, the base Chapel is offering a FREE marriage enrichment retreat Friday evening through Sunday noon, July 22-24 (lodging and food included) Only 18 couples can attend, so please call the Chapel at 874-5341 for more information or to sign up.

Romance for marrieds at CREDO free retreat



Get ready for a fun, exciting, ro-

CREDO free weekend retreat

Friday-Sunday July 22-24 St. Columba Retreat Center in Bartlett Food and lodging provided

This retreat is designed to enhance your communication, increase your appreciation of each other, and make sure you have fun while doing it. The retreat site has fishing, volleyball, canoes, paddleboats, croquet, basketball, and walking trails

Space is limited! Open to all military (Navy and Marine Corps are given priority), active duty and retired, and base civilians with a Department of Defense ID card.

Call the Chapel Center at 874-5341

Rear Adm. John M. Stewart, commander, Navy Personnel Command, was incorrectly identified as a captain on page 6 last week under "Promo tions, Awards and Re-enlistments."

Chapel Center Ministry Luncheon

TODAY at noon in the Chapel Center Fellowship Hall.

Guest Speaker:

Jim Remeur with The Navigators ministry





Quote noted

On Monday mornings I am dedicated to the proposion that all men are created jerks. -- H. Allen Smith

I am constantly asked why I never made other films after "There's No Business Like Show Business." The answer is I was never asked. -- Johnnie Ray

Name me an emperor who was ever struck by a cannonball.

and end up with the atomic bomb. -- Marcel Pagi

Things were changing fast by that time; women were beginning to come to the ball parks. We had to stop cussing.

-- Honus Wagner, U.S. baseball player

Who ever wins today will win the championship no matter who wins.

One has to look out for engineers — they begin with sewing machines

The layman's constitutional view is that what he likes is constitutional

and that which he doesn't like is unconstitutional. -- Hugo L. Black



JOIN THE FLEET AND FAMILY SUPPORT CENTER

FOR THEIR FIRST

LUNCH AND LEARN SERIES

BRING YOUR BROWN BAG

"Advance Directives - Lead Your Own Life in Your Own Way" presented by The Mid-South Comfort Care Coalition

Life is full of opportunities, yet there are always risks in everyday living. If you or a loved one developed a terminal illness, fell into a coma, were diagnosed with Alzheimer's disease or required assistance with everyday activities, what would you do? Would you want to receive CPR or life support? Receive tube feedings or IV solutions? Would you wish to spend your final days in a hospital or nursing facility? These are difficult questions, and this presentation will provide information to help you answer these questions and think about who would carry wishes if you were not able to decide for yourself.



MAY 19

11:30 a.m. - 12:30 p.m.

FFSC, BLDG, S-456, 3rd DECK

Call Linda Busby at 874-5075 today to register or if you have any questions.

Blueiacket

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Commanding Officer	Capt. Helen F. Dunn
Executive Officer	
Public Affairs Officer	David W. Crenshaw
Editor	Julia A. Wallis
Public Affairs Specialist	Michael J. Elter
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NPC officer receives Admiral Boorda Award

By JO1 Teresa J. Frith avy Personnel Comman Communications Office

When it comes to getting ideas moved from scribbled notes on paper to an actual policy implementation, Cmdr. Shri J. Stroud, Distribution Management Allocation, Resources and Procedures (PERS-45), has shown she has what it takes. Stroud is this year's awardee of the Adm. J.M. Boorda Award for Outstanding Integration of Analysis and Policymaking. Stroud is an 1100-series fleet support officer who worked as a senior research analyst during the timeframe prior to receiving vard

The award, presented during the fifth annual Navy Workforce Research and Analysis Conference in Arlington, Va. on April 18, is given to recognize those who have made a significant contribution to the advancement of manpower, analysis, research and policy education. It is named for Adm. ny M. Boorda, the Navy's 25th chief of naval operations.
"I want to thank leadership and the

entire chain of command, as well as all those working in research areas, for giving me a voice and recognizing

the value of research analysis." said Stroud. "Without their support in get-ting these ideas implemented, when an analyst has an idea, it would remain just a good idea on paper and never become reality."

Stroud received the award for several projects she worked on, including:

• Designing a Manpower Effective-

ness metric (Meff) to gauge how well the Navy matches manpower require-ments with Sailors of the proper skills and experience

 Enabling the start of a permanent change of station (PCS) "check-book"-based database that will be used to better show how funds are available and being used for PCS moves, and

A study of sea/shore rotation trends to see how they affect PCS

The first two of the above items are already being used to help make the Navy's manpower and personnel sys-tem run more efficiently. The Meff metric has been accepted as the key measure upon which the Chief of Na val Personnel and senior leadership evaluate overall success, and is part of the Human Capital Strategy policy that puts the right person in the right



Cmdr. Shri Stroud (center) is presented with this year's Adm. J. M. Boorda Award. Boorda's son, Robert (left) and Chief of Naval Personnel Vice Adm. G. L. Hoewing were at the ceremony to congratulate Stroud on her accomplishment.

The "checkbook"-based database was part of a study of PCS historical distribution trends. "It is a simple concept which will help the Navy better edict requirements and stay within our budgets," said Stroud. "Like a checkbook, you put the amount of available funds into a database and subtract them as they are used for funding PCS moves. This way, every-

one knows exactly how the funds are being distributed and can better decide how to efficiently use them.

This is the third time the Adm. Boorda Award has been presented.

FFSC opening new career opportunities for military spouses

From the Fleet and Family Support Center

When Seayon Wilson moved to NSA Mid-South from Lincolnshire, III., with her Sailor husband, she was confident her skills and experi-ence as a customer service repre-sentative would enable her to quickly find a new job. The reality for her was far different, however, as the market in the area was flooded with that profession and the pay was much less than in Illinois

Unsure if and when she would find work, she came to the Fleet and Family Support Center (FFSC) and saw a brochure about a new program specifically for spouses Thinking it was probably too good to be true, she called the number and was told that if she qualified, she could go to school for a year to learn a new skill and the program would pay for it all. The rest, as

they say, is history.

The program Seayon called about is the WorkForce Essentials Spouse Employment Program. In 2002, an ongoing partnership between WorkForce Essentials, Inc., the U.S. Department of Labor (DoL), and the U.S. Army was solidified by the need to assist spouses of service members who vere unemployed and had moved to NSA Mid-South or Fort Campbell, Ky., in the past 12 months or so. Funded by a \$3.8 million DoL grant, this project provides employment services and/or short-duration training for unemployed or "under-employed" spouses of active duty service members. A spouse could be considered "under-employed" if he or she is working full or part-time at a low-skilled, low-wage job. Spouses in the program utilize

two different opportunity tracks. One is specifically geared towards spouses with a marketable skill

and one is customized for spouses without a marketable skill. If a spouse has a marketable skill (already credentialed or licensed), has worked in a field for some time, or wants to continue working in a particular field, the program assists them in two ways. First, it provides labor market information, job search assistance, and résumé and interviewing skills workshops

Dental assistant Debbie Cord, a spouse program member, praised the assistance she received and said, "They helped me create an excellent résumé, and I learned how to sell myself to a potential em-ployer. I was amazed at the number of calls I received after the first

Secondly, the program assists monetarily by providing childcare costs and transportation funds on a limited basis to assist in the transition back into the workforce Additionally, the program pays to

have essential licenses transferred to Tennessee and Kentucky in order to make the spouse marketable in

without marketable skills. A career counselor will assist the spouse in determining what their occupational interests are by using a variety of assessments and computer programs. The spouse will then attend short-duration training at a local technical/vocational college, univer-sity (if within one year of completing a degree), or trade school. It's important to note that all training st result in a credential, and the occupational field has to be in demand as determined by the Tennessee DoL. The one-year time limit may seem somewhat con-straining, but much can be acco-plished in a year. Spouses have attended training to become li censed practical nurses, paralegals, X-rav technicians and bookkeepers, just to name a few.
While in school, the spouses do

not have to worry about childcare expenses or transportation costs to and from training, since the program pays all or part of childcare expenses and assists with gas money the entire time the spouse is in training. Spouse program member and recent pharmacy technician program graduate Stacey Lage puts it rather poignantly: "They covered my schooling, my daycare, my books, just about anything you could possibly think of to help me

complete my education."

When a family moves across the country or the world, WorkForce Essentials career counselors understand just how difficult and stressful that transition can be. There are a lot of external stressors," explains career counselor Verna Louie. "We want to remove as many as possible to help ensure their success.'

Seayon is attending a human

Tennessee Community College and will complete her degree in a year. She expressed her feelings about the program: "WorkForce Essentials has been wonderful at making a commitment to me and other military spouses." Mark McCarty, a computer hardware technician ar recent program participant, agreed "I think it is imperative that any spouse coming to this base talk to WorkForce Essentials. They'll put you on a good career path." The counselors could not agree more.

The success of WorkForce

Essentials' Regional Military Spouse Project has not gone unnoticed. Last July, the DoL funded the program with an additional \$2.85 million through the summer of 2006. With over 260 spouses having taken part in the program to date, and more than 100 still attending training or school, the program is poised to be of assistance to many more military spouses. In the past year alone, over 90 spouses have found employment, generally earning wages well above the average for wages well accord to a voice and this area. A large part of this success is due to the partnership that WorkForce Essentials Inc. enjoys with the the NSA Mid-South command, and FFSC's programs such as Transition and Employment Assistance Management. "We wo in conjunction with these phenomenal Navy programs and that benefits all members of the Millington community," remarked Ted Faulkner, senior career counse lor for the program.

Any way you look at it, the program that seemed 'too good to be true' is a great success and continues to serve the families of those most deserving every day. It vou find vourself on board NSA Mid-South with a need for employment, make sure you call WorkForce Essentials at 1-800-474-3042 or stop by the FFSC and find out more about the program. The counselors will keep an eye out for you.

We <u>WANT</u> Unemployed Military Spouses!

If you are an unemployed or under-employed spouse of an active duty service member and have moved to this area in

you are eligible for:

the past 12 months,

FREE Job search assistance. career counseling and job training*



SPOUSE EMPLOYMENT PROGRAM

BOOST your family's income! To find out if you qualify, call us today or stop by and see us at the MWR EXPO 2005 May 24th!

1-800-474-3042

Tennessee Marine Family to hold package drive for deployed troops

Tennessee Marine Family (TMF) will hold a package drive on Saturday, May 21 at noon for members of the armed forces from Tennessee and other states serving overseas. The drive will take place at Ecclesia (formerly known as CrossRoads Community Church), 230 Franklin Road, build-ing 8, Franklin, Tenn. Anyone inter-ested in making tax-deductible donations for supplies, packaging materi-

als and postage can send them to: Tennessee Marine Family P.O. Box 680786 Franklin, TN 37068-0786

Three previous package drives have resulted in over 5,000 pounds of items being sent to over 500 men and women serving our country all over the

TMF, a non-profit organization, began as an online support group for family members and loved-ones of Marines

from Tennessee. Donna Clemons, president and founding member of TMF said, "When my son was in Iraq for his first tour in 2003, I started a Yahoo group and became acquainted with other families of Tennessee Marines. We now have members all across the country! Go to TnMarineFamily@yahoogroups. com or call Donna at 615 361-0693 for membership information.

Below is a list of its Snacks
Ramen noodles
Instant macaroni
Beef jerky
Salami/sausage sticks
Wheat crackers
Sunflower seeds
Nuts, trail mix
Tuna, chicken (in pouch)
Gatorade (powdered)
Drink mixes (with sugar)
Individual tea and
coffee bags
Seasonings, hot sauce,
barbecue sauce Below is a list of items needed: Playing cards
Paperback books
(gently used)
Current bestsellers, mysteries
(no thrillers or
romance novels magazines CDs, DVDs crossword

Current, nev puzzle books AA batteries Small hand-held

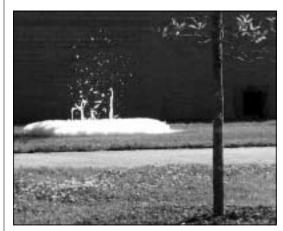
Starting Memorial Day weekend: calling all hands for a cool dip in the pool

Story and photos by Wayne Smith

The MWR Department staff is preparing the All Hands Pool for the sea son opening on Memorial Day weekend. Crews were seen last week cleaning the pool (right) and checking to be sure everything was ready to help cool off guests this summer.

Suds (below) could be seen bubbling out of the drains just outside the

fence around the pool following the wash phase of preparations







Mitchell is top team player at USACE

Elizabeth Mitchell (left) receives the U.S. Army Corps of Engineers Finance Center Team Player of the Quarter Award from Thomas Brockman, USACE Finance Center director. Mitchell is responsible for processing

all cash deposits for the Finance Center. She is highly regarded by her peers for her abilities in interacting with and supporting internal and external customers

Retiring National Guard and Reserve members may waive waiting time for dental benefits

members can now skip the 12-month waiting period for full family dental benefits when they retire, as long as they enroll in the TRICARE Retiree Dental Plan (TRDP) within 120 days of their retirement date. Effective as of Feb. 1, 2005, the 12-month waiver

offer is retroactive to Feb. 1, 2004.
A National Guard or Reserve member who retired on Feb. 1, 2004 and enrolled in TRDP within 120 days of their retirement date, for example, may provide a copy of their retirement orders showing that their TRDP enrollment was put into effect within the first 120 days of their retirement effective date. Once the documentation has been submitted, they may submit claims for any additional covered dental services provided to eligible family members during the waived period. Additional TRDP benefits available

for both adults and children during the 12-month period covered by the waiver include cast crowns, cast restorations, bridges, dentures and orthodontics. Diagnostic and preventive services, basic restorative services, periodontics, endodontics, oral surge dental emergencies and a separate

available to newly retired National Guard and Reserve members without

a waiting period.

Retroactive waiver requ a copy of the beneficiary's retirement orders be sent to Delta Dental of California, Federal Services, P.O. Box 537007, Sacramento, Calif. 95853-

7007.
Gray-area retired Reservists who are entitled to retiree pay but will not receive it until age 60 are also eligible to receive full dental benefits early. They must submit the waiver within 120 days of their retirement effective date, not the date that they turn 60.

For more information and customer ssistance, please visit the TRDP Web site at www.trdp.org or call, toll-free, 1-888-838-8737.

Happenings

Ministry Luncheon, 11:30, Fellowship Hall, Chapel Cente

Concert on the Green: "Blues Busters Revue," 6 p.m., Glen Eagle Golf course

May 13
Festa Italia: CDC, Helmsman
Complex, ITT, Joe Dugger Fitness,
Glen Eagle Golf Course

May 19 Lunch and Learn: "Advance Directives," 11:30 a.m., FFSC, bldg. S-456, 3rd floor

Navy College commencement: Mid-South Conference Center Blue Theatre, reception in Crystal Room

May 24

WWR Expo and Career Decision Fair: 10 a.m.-1 p.m., Helmsman

Navy Lodge 35th Anniversary Celebration: Navy Lodge, 11:30

Monday, **May 30** is the Memorial Day federal holiday.

Information (cont. from p. 1)

cialist for NETWARCOM. "This will ultimately help secure the global DoD grid. Since DoD networks ride ment of the Navy." Personnel must then select "Information Assurance." Those who finish the course on the same commercial infrastructure as everything else, the Navy must protect its network. Practic-ing IA will help keep classified or sensitive material secure, and provide an additional layer of defense for our networks and help ensure availability for only authorized us-

One tool to protect the network is the Common Access Card (CAC). This card contains an encryption code which can scramble information a user does not want anyone else to have access to. Another tool is personal security, which is the protection of computer passwords from unauthorized exposure. Strong passwords are a good defense Knight explained, especially those that aren't based on words found in the dictionary. He offered an example of a poor password choice: "wish-

"Simply being flippant with a password can be detrimental," explained Knight. "A person with minimal IT knowledge could use your account to their advantage.

"This training is important be-cause every user is charged with doing their part for IA," Knight continued. "It is people that serve as the first line of defense in the Navy's Computer Network Defense in Depth strategy.

To begin the course, log on to https://www.nko.navy.mil and launch "Navy E-learning." Select "browse categories" and then "U.S. Depart-

should print a hard copy of the cer-tificate found under "My Transcripts" and provide a copy to their command

"Any threat, intentional or unintentional, to the DoD is not accept-able," said Knight. "Anybody who fails to complete this task potentially leaves everyone else open to vulnerability. This is why it is important to have this training. It is a privi-lege to wear a uniform or serve as a DoD civilian. At the end of the day, our job is to defend this nation, and our people are the first line of de-

The course is to be completed by new personnel as a condition of being granted an account, and must be renewed annually. It's required, but it doesn't take long to complete. In fact, those that took it found it easy to use.

"I'm not a computer techie and I understood everything," recalled Chief Boatswain's Mate (DSW/ SW) Wesley J. Mason of the Maritime Force Protection Command at Naval Amphibious Base Little
Creek, who took the course in
advance of the deadline. "I learned
about some of the programs that computers have installed already on them can be bad -- that can send out information you do not want jeopardized. There were certain points brought up that I did not know and were very well worth



Please sign up at the Youth Center For more information call The Chapel Center at 874-5341 partnership with Child Evangelism Fellowship. This is not an NWR event.

All children attending must have a permission slip signed by a parent or legal guardian
(available at the Youth Center).

Promotions and awards



and was host to a historic event May 2 as Chief assistant commander, Nr. C. Oweris, a 30-year navy veteral it, is animory select group of CW04s Navy-wide chosen for this honor. Others present for the promotion ceremony included Penny, his wife of 29 years, NSA Mid-South Command Chaplain Cmdr. Robert Beede, and Owens' PERS 3 co-workers. Owens is a native of Fort Worth, Texas, and is assigned to PERS-313 as a selection board system operator

Warrant Officer (CW0) 5 Tommy Owens (right), Business Operations Department, PERS-3, was promoted to his current rank by Capt. Mike Arnold, assistant commander, NPC. Owens, a 30-year Navy veteran, is among a

The Mid-South Chief Petty Officers' Association has chosen its Sailors of the Quarter, first quarter of 2005. They are:

Bluejacket of the Quarter HM3(FMF) Valerie A. Smith

HM3(FMF) Valerie A. Smith was chosen Bluejacket of the Quarter for her professional achievement in the performance of her duties while serving as a preventive medicine technician Ancillary Service, Navy Branch Health Clinic. Smith was de-ployed to Al Anbar Province, Irag in support of Operation Iragi Freedom. With recognized pro-ficiency in preventive medicine, she assisted in the treatment of more than 22,500 sets of desert utilities with arthropod repellent under extreme desert conditions, working 128 hours in 16 days. In addition, she provided more than 70 hours of food

safety sanitation training to 171 contract food service personnel.

Junior Sailor of the Quarter JO2 Amie E. Hunt

JO2 Amie E. Hunt, Junior Sailor of the Quarter, was recognized for her performance while serving as the editor and staff photographer of Shift Colors retiree magazine, Navy Personnel Command. She was entrusted with the responsibility of coordinat-



From left: HM3 Valerie A. Smith, HM1 Gary A. Rau, and JO2 Amie E. Hunt

ing all events with the Retired Affairs ce, the Veterans Administration Defense Finance and Accounting Ser-vice, the Armed Forces Retirement Homes, and retirees worldwide.

Senior Sailor of the Quarter

HM1 Gary A. Rau
HM1 Gary A. Rau was picked as
Senior Sailor of the Quarter for his achievements while serving as Customer Service Center (CSC) subject matter expert, phone agent and selection board package processing petty officer at Navy Personnel Com-mand on board NSA Mid-South, Demonstrating outstanding leadership and managerial skills, he oversaw the processing of more than 13,000 selection board packages and personally processed over 2,000 packages. He contributed to the CSC team's prompt responses to approximately 41,747 queries in support of fleet Sailors, retirees, Reservists and their family

Four Sailors recently completed their Petty Officer Indoctrination training, the final requirement before their being frocked to the rank of petty officer third class. Pictured, left to right, are PN1 Robert Straker (instructor), Navy Personnel Com-mand (NPC); NSA Mid-South Command Master Chief (Surface Warfare/Aviation Warfare) Timothy R. Schendel; MASN Jeffrey Johnson, NSA Mid-South, PNSN Dwavne Lynch, Personnel Support Detachment Memphis (PSD); DKSN(SW/AW) Tremaine Will-iams, PSD; DKSN Brandon McIntosh, PSD; YN1 Gerrilynn Townsend (instructor), NPC, and CS1(SW/AW) James Dykes nstructor), NSA Mid-South.



Comptroller General answers Senate questions on NSPS

On March 15, 2005, Comptroller General of the United States David M. Walker testified before the Subcommittee on Oversight of Government Management, the Federal Workforce and the District of Columbia Committee on Homeland Security and Governmental Affairs, United States Sen ate, at a hearing entitled "Critical Mission: Ensuring the Success of the National Security Personnel System

The following is Walker's response to requests from the subcommittee to provide answers to their questions about the hearing.

Q: What recommendations or

tions do you have for the De-

partment of Defense (DoD) and the order for them to earn employee acceptance of NSPS?

A: The active involvement of employees and employee representa-tives will be critical to the success of DOD's National Security Personnel System. We have reported that the involvement of employees and their representatives both directly and indiectly is crucial to the success of new itiatives, including implementing a pay-for-performance system. High-performing organizations have found that actively involving employees and stakeholders, such as unions or other employee associations, when developing results-oriented performance management systems helps improve employees' confidence and belief in the fairness of the system, and increases their understanding and ownership of organizational goals and ob-

This involvement must be early active, and continuing if DoD employees are to gain a sense of understanding and ownership of the changes that are being made through NSPS. Further, we believe that this involvement needs to be meaningful, not just pro

Implementing large-scale change management initiatives such as DoD's NSPS are not simple endeavors and require the direct involvement and concentrated efforts of both lead ership, including top political leader-ship, and employees to realize in-tended synergies and to accomplish new organizational goals. People are at the center of any serious change in management initiative. People define the organization's culture, drive its performance, and embody its knowledge base. Experience shows that failure to adequately address -and often even consider — a wide v riety of people and cultural issues is at the heart of unsuccessful transformations. Recognizing the "people" el-ement in these two initiatives and implementing strategies to help indi viduals maximize their full potential in the new organization, while simultaneously managing the risk of reduced productivity and effectiveness that often occurs as a result of the changes, is the key to a successful transfor-

We have found that because people are the drivers of any transformation, it is vital to monitor their attitudes. Especially at the outset of the transformation, obtaining employees' attitudes through pulse surveys, focus groups, or confidential hotlines can

serve as a quick check of how employees are feeling about the large-scale changes that are occurring. While monitoring employee attitudes provides good information, it is most important for employees to see that top leadership not only listens to their concerns, but also takes action and makes appropriate adjustments to the transformation in a visible way. By not taking appropriate follow-up action, negative attitudes may translate into actions, such as employee departures, among other things, that could have a detrimental effect on the trans-

According to the Office of Person-nel Management (OPM), alternative personnel systems require employee buy-in to be effective. Thus, DoD employees and their representatives should be involved from the beginning. and without early consultation with DoD employees and their representatives, NSPS buy-in probably will not

Q: The Government Account-ability Office (GAO) has often reported on the importance of em-ployee buy-in for any reorganiza-tion to be successful. Based on testimony, employees are not sup-portive of the new National Security Personnel System. In your opin-ion, can either of these systems be successful given the lack of emplovee support?

Active and ongoing engagement and communication is critical for the successful development and imple-mentation of DoD's human resources management system. DoD's efforts to date to involve labor unions have not been without controversy. In fact, 10 federal labor unions also have filed suit alleging that DoD failed to abide by the statutory requirements to include employee representatives in the de-velopment of DoD's new labor relations system authorized as part of

By including employees and their representatives in the planning pro-cess, organizations can increase their acceptance of organizational goals as well as improve motivation and morale. For NSPS to be a successful transformation, it must involve DoD employees and their representatives from the beginning of the process to gain their ownership for the changes that are occurring within the depart-

Employee involvement strengthens the transformation process by includ-ing frontline perspective and experi-ences. Further employee involvement helps to create the opportunity to establish new networks and break down existing organizational silos, increase employees' understanding and accep-tance of organizational goals and ob-jectives, gain ownership for new policies and procedures, and reduce re-

lated implementation risks.

We have found that organizations undergoing a transformation should establish a communications strategy that creates shared expectations and seeks to genuinely involve stakeholders in the process. As we have noted in our prior testimonies on DoD's human resources management system. the department will face multiple implementation challenges that include establishing overall communications strategies and involving employees in implementing the new systems. We believe that one of the most relevant implementation steps is for DoD to enhance two-way communication between employees, employee representatives, and management, includ-ing enhancing communication be-tween top political appointees and labor leaders. Once employee feedback is received, it is important to acknowledge, consider, and use it to make any appropriate changes to the implementation of the transformation.



American Society of Military Comptrollers

Tri-State Chapter NSA Mid-South

Election to be held for American Society of Military Comptrollers Tri-State Chapter

The deadline for nominations for the 2005-2006 Executive Committee for the American Society of Military Comptrollers (ASMC), Tri-State Chapter, will be tomorrow. The election will be held on Wednesday, May 18. Newly- elected officers will be installed in June and will take office July 1.

If you would like to nominate

yourself or others, please contact Martha Coley 874-8679, Martha.e.coley@fc02.usace.army.mil for a nomination form.

Positions on the executive board are:

President

Vice President – Scholarships and Awards

2nd Vice President – Member ship Programs

3rd Vice President - Newsletter, Publicity and Fundraising

Secretary
Assistant Secretary/Chapter Historian

Assistant Treasurer

For more information about the ASMC, please logon the Web site at www.asmconline.org